

Eurowag ESG data

GRI, SASB and ESG Data Tables

29 March 2022

2022



This document outlines W.A.G payment solutions plc 2021 GRI, SASB and ESG Data Tables.

GRI Table

Statement of use: W.A.G. payment solutions plc has reported the information cited in this GRI content index for the period 01.01.2021 – 31.12.2021 with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

GRI Standards	Disclosure topics		Location
GRI 2: General Disclosures 2021	2-1 organisational details	a. Legal name	Annual Report: title page
		b. Nature of ownership and legal form	Annual Report: pp. 150, 164 225
		c. Location of headquarters	Annual Report: pp. 164, 225, 233
		d. Countries of operation	Annual Report: pp. 13, 180-183
	2-2 Entities included in the organisation's sustainability reporting	a. List of all entities included in sustainability reporting	Annual Report: pp. 180-183
		b. if the organisation has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting	Annual Report: pp. 150 – 159
		c. if the organisation consists of multiple entities, explain the approach used for consolidating the information, including: <ul style="list-style-type: none"> i. whether the approach involves adjustments to information for minority interests; ii. how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities; iii. whether and how the approach differs across the disclosures in this Standard and across material topics. 	Annual Report: pp. 150 – 159
	2-3 Reporting period, frequency and contact point	a. reporting period for, and the frequency of, its sustainability reporting	Annual Report: title page, pp. 66–68
		b. reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this;	Annual Report: title page, p. 225
		c. publication date of the report or reported information	Annual Report: title page
		d. contact point for questions about the report or reported information	Annual Report: p. 233
	2-5 External assurance	a. policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved	Annual Report: p. 113
		b. if the organisation's sustainability reporting has been externally assured: <ul style="list-style-type: none"> i. provide a link or reference to the external assurance report(s) or assurance statement(s); ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; iii. describe the relationship between the organisation and the assurance provider. 	Annual Report: pp. 114 – 119
	2-6 Activities, value chain and other business relationships	a. Sector(s) in which it is active	Annual Report: pp 10 – 15
		b. describe its value chain, including: <ul style="list-style-type: none"> i. the organisation's activities, products, services, and markets served; ii. the organisation's supply chain; iii. the entities downstream from the organisation and their activities; 	Annual Report: pp 10 – 23
c. Other relevant business relationships		Annual Report: pp 26 - 31	



		d. describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period.	Annual Report: pp 5 – 9
2-7 Employees		a. total number of employees, and a breakdown of this total by gender and by region	Annual Report: p. 86
		b. report the total number of: i. permanent employees, and a breakdown by gender and by region; ii. temporary employees, and a breakdown by gender and by region; iii. non-guaranteed hours employees, and a breakdown by gender and by region; iv. full-time employees, and a breakdown by gender and by region; v. part-time employees, and a breakdown by gender and by region;	Annual Report: p. 86
		c. describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: i. in head count, full-time equivalent (FTE), or using another methodology; at the end of the reporting period, as an average across the reporting period, or using another methodology	Annual Report: pp 86 – 87
		d. contextual information necessary to understand the data reported under 2-7-a and 2-7-b	Annual Report: pp 86 – 87
2-9 Governance structure and composition		a. Governance Structure	Annual Report: p. 66
		b. committees of the highest governance body that are responsible for decisionmaking on and overseeing the management of the organisation's impacts on the economy, environment, and people;	Annual Report: pp. 96 – 105
		c. Composition of the highest governance body and its committees	Annual Report: pp. 105 – 111
2-10 Nomination and selection of the highest governance body		a. nomination and selection processes for the highest governance body and its committees;	Annual Report: p. 109
		b. criteria used for nominating and selecting highest governance body members	Annual Report: pp. 110 – 111
2-11 Chair of the highest governance body		a. report whether the chair of the highest governance body is also a senior executive in the organisation;	Annual Report: pp. 6, 96
		b. if the chair is also a senior executive, explain their function within the organisation's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.	Annual Report: p. 96
2-12 Role of the highest governance body in overseeing the management of impacts		a. role of the highest governance body and of senior executives in developing, approving, and updating the organisation's purpose, value or mission statements, strategies, policies, and goals related to sustainable development;	Annual Report: p. 108
		b. role of the highest governance body in overseeing the organisation's due diligence and other processes to identify and manage the organisation's impacts on the economy, environment, and people	Annual Report: pp. 109 – 111
		c. role of the highest governance body in reviewing the effectiveness of the organisation's processes as described in 2-12-b, and report the frequency of this review.	Annual Report: p. 111
2-13 Delegation of responsibility for managing impacts		a. the highest governance body delegates responsibility for managing the organisation's impacts on the economy, environment, and people, including: i. whether it has appointed any senior executives with responsibility for the management of impacts; ii. whether it has delegated responsibility for the management of impacts to other employees;	Annual Report: pp. 105
		b. process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organisation's impacts on the economy, environment, and people	Annual Report: pp. 105 – 107
		a. whether the highest governance body is responsible for reviewing and approving the reported information, including	Annual Report: pp. 66

2-14 Role of the highest governance body in sustainability reporting	the organisation's material topics, and if so, describe the process for reviewing and approving the information	
	b. if the highest governance body is not responsible for reviewing and approving the reported information, including the organisation's material topics, explain the reason for this.	Annual Report: pp. 66
2-15 Conflicts of interest	a. processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated;	Annual Report: pp. 90, 142
	b. t whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to: i. cross-board membership; ii. cross-shareholding with suppliers and other stakeholders; iii. existence of controlling shareholders; iv. related parties, their relationships, transactions, and outstanding balances	Annual Report: p. 142
2-16 Communication of critical concerns	a. whether and how critical concerns are communicated to the highest governance body;	Annual Report: p. 86
2-17 Collective knowledge of the highest governance body	a. report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.	Annual Report: pp. 100 – 101
2-18 Evaluation of the performance of the highest governance body	a. processes for evaluating the performance of the highest governance body in overseeing the management of the organisation's impacts on the economy, environment, and people;	Annual Report: p. 102
	b. report whether the evaluations are independent or not, and the frequency of the evaluations;	Annual Report: p. 102
	c. actions taken in response to the evaluations, including changes to the composition of the highest governance body and organisational practices.	Annual Report: pp. 102
2-19 Remuneration policies	a. remuneration policies for members of the highest governance body and senior executives	Annual Report: pp. 105, 121, 123, 125 - 140
	b. remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organisation's impacts on the economy, environment, and people	Annual Report: pp. 120 – 140
2-20 Process to determine remuneration	a. process for designing its remuneration policies and for determining remuneration	Annual Report: pp. 120 – 140
	b. results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable	Annual Report: pp. 120 – 140
2-22 Statement on sustainable development strategy	a. statement from the highest governance body or most senior executive of the organisation about the relevance of sustainable development to the organisation and its strategy for contributing to sustainable development	Annual Report: p. 64
2-23 Policy commitments	a. policy commitments for responsible business conduct	Annual Report: pp. 70, 88
	b. specific policy commitment to respect human rights	Annual Report: pp. 86, 90
	c. links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this	Annual Report: pp. 70 – 71
	d. level at which each of the policy commitments was approved within the organisation, including whether this is the most senior level	Annual Report: pp. 65. 70 – 72
	e. extent to which the policy commitments apply to the organisation's activities and to its business relationships	Annual Report: pp. 70 – 72
	f. how the policy commitments are communicated to workers, business partners, and other relevant parties.	Annual Report: pp. 68 – 72
2-24 Embedding policy commitments	a. how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships	Annual Report: pp. 68 – 72
2-25 Processes to remediate negative impacts	a. commitments to provide for or cooperate in the remediation of negative impacts that the organisation identifies it has caused or contributed to;	Annual Report: p. 86
	b. approach to identify and address grievances, including the grievance mechanisms that the organisation has established or participates in	Annual Report: p. 86

		c. other processes by which the organisation provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to	Annual Report: p. 86
		d. how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms	Annual Report: p. 86
		e. how the organisation tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback	Annual Report: pp 86, 88
	2-26 Mechanisms for seeking advice and raising concerns	a. mechanisms for individuals to: i. seek advice on implementing the organisation's policies and practices for responsible business conduct; ii. raise concerns about the organisation's business conduct.	Annual Report: pp. 86, 88, 91, 119
	2-28 Membership associations	a. industry associations, other membership associations, and national or international advocacy organisations in which it participates in a significant role	Annual Report: p. 60
	2-29 Approach to stakeholder engagement	a. approach to engaging with stakeholders	Annual Report: p. 60 – 63
	2-30 Collective bargaining agreements	a. percentage of total employees covered by collective bargaining agreements	Annual Report: p. 86
	3-1 Process to determine material topics	a. process followed to determine its material topics	Annual Report: pp. 68 – 69
		b. specify the stakeholders and experts whose views have informed the process of determining its material topics.	Annual Report: pp. 68- 69
	3-2 List of material topics	a. list its material topics	Annual Report: pp. 68- 69
	3-3 Management of material topics	a. actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	Annual Report: pp. 50 – 54
		b. whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;	Annual Report: pp. 50 – 54
		c. policies or commitments regarding the material topic	Annual Report: pp. 50 – 54
		d. actions taken to manage the topic and related impacts	Annual Report: pp. 50 – 54
		e. e following information about tracking the effectiveness of the actions taken	Annual Report: pp. 50 – 54
		f. how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	Annual Report: pp. 50 – 54
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	a. Direct economic value generated and distributed (EVG&D) on an accruals basis	Annual Report: pp. 5, 7 – 9, 34, 40 – 47, 160 – 163
		b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.	Annual Report: pp. 42 – 45, 186 - 188
	201-2 Financial implications and other risks and opportunities due to climate change	a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure	Annual Report: pp. 73 – 81
	201-3 Defined benefit plan obligations and other retirement plans	e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact.	Annual Report: p. 125
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	a. Total number and percentage of governance body members that the organisation's anticorruption policies and procedures have been communicated to, broken down by region. b. Total number and percentage of employees that the organisation's anti-corruption policies and procedures have been communicated to, broken down by employee category and region. c. Total number and percentage of business partners that the organisation's anticorruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organisation's anti	Annual Report: pp. 71, 88 – 90, 92

		<p>corruption policies and procedures have been communicated to any other persons or organisations.</p> <p>d.Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.</p> <p>e. Total number and percentage of employees that have received training on anticorruption, broken down by employee category and region.</p>	
GRI 207: Tax 2019	207-1 Approach to tax	a. A description of the approach to tax	Annual Report: pp. 43
	207-2 Tax governance, control, and risk management	<p>a. A description of the tax governance and control framework</p> <p>b. A description of the mechanisms to raise concerns about the organisation's business conduct and the organisation's integrity in relation to tax.</p> <p>c. A description of the assurance process for disclosures on tax including, if applicable, a link or reference to the external assurance report(s) or assurance statement(s).</p>	Annual Report: pp. 169 – 170, 194 – 197
	207-3 Stakeholder engagement and management of concerns related to tax	a. A description of the approach to stakeholder engagement and management of stakeholder concerns related to tax.	Annual Report: pp. 169 – 170, 194 – 197
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	<p>a. Total fuel consumption within the organisation from non-renewable sources, in joules or multiples, and including fuel types used.</p> <p>b. Total fuel consumption within the organisation from renewable sources, in joules or multiples, and including fuel types used.</p> <p>c. In joules, watt-hours or multiples, the total: electricity, heating, cooling, steam consumption</p> <p>d. In joules, watt-hours or multiples, the total: electricity, heating, cooling, steam consumption</p> <p>e. Total energy consumption within the organisation, in joules or multiples.</p> <p>f. Standards, methodologies, assumptions, and/or calculation tools used</p> <p>g. Source of the conversion factors used.</p>	Annual Report: p. 72
	302-4 Reduction of energy consumption	<p>a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.</p> <p>b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.</p> <p>c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.</p> <p>d. Standards, methodologies, assumptions, and/or calculation tools used.</p>	Annual Report: p. 72
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	<p>a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.</p> <p>b. Gases included in the calculation; whether CO2 , CH4 , N2O, HFCs, PFCs, SF6 , NF3 , or all.</p> <p>c. Biogenic CO2 emissions in metric tons of CO2 equivalent.</p> <p>d. Base year for the calculation, if applicable.</p> <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p>	Annual Report: p. 72
	305-2 Energy indirect (Scope 2) GHG emissions	<p>a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.</p> <p>b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.</p> <p>c. If available, the gases included in the calculation; whether</p>	Annual Report: p. 72

		CO, CH, N O, HFCs, PFCs, SF, NF, or all. d. Base year for the calculation, if applicable. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used.	
	305-3 Other indirect (Scope 3) GHG emissions	a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent. b. If available, the gases included in the calculation; whether CO, CH, N O, HFCs, PFCs, SF, NF, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. e. Base year for the calculation, if applicable. f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. g. Standards, methodologies, assumptions, and/or calculation tools used.	Annual Report p.72-73
	305-4 GHG emissions intensity	a. GHG emissions intensity ratio for the organisation. b. organisation-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	Annual Report: p. 72
	305-5 Reduction of GHG emissions	a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent. b. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Base year or baseline, including the rationale for choosing it. d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used.	Annual Report: pp. 71 – 72
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	a. total number and rate of new employee hires during the reporting period, by age group, gender and region. b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.	Annual Report p.85
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	a. A statement of whether an occupational health and safety management system has been implemented. b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.	Annual Report: pp. 83, 86 – 87
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	a. Type and scope of programs implemented and assistance provided to upgrade employee skills. b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	Annual Report: pp. 71, 82, 84 – 91
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	a. Percentage of individuals within the organisation's governance bodies in each of the following diversity categories. b. Percentage of employees per employee category in each of the following diversity categories.	Annual Report: pp. 101, 110
GRI 415: Public Policy 2016	415-1 Political contributions	a. total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.	Annual Report: p. 143

		b. If applicable, how the monetary value of in-kind contributions was estimated.	
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SASB Table

Statement of use: The US-based SASB sets out sustainability reporting standards for various sectors. The following table provides references to W.A.G. payment solutions plc relevant reporting in relation to the sector-specific standard for Oil & Gas – Midstream and Road Transportation. For more information on the SASB standards visit <https://materiality.sasb.org/>.

Topic	SASB – Disclosure Number	Disclosure topics	Location
Greenhouse Gas Emissions	EM-MD-110a.1 / TR-RO-110a.1	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	Annual Report: pp. 71 – 72,
	EM-MD-110a.2 / TR-RO-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Annual Report: pp. 9, 35, 37, 65. 70 – 73,
Operational Safety, Emergency Preparedness & Response	EM-MD-540a.4	Discussion of management systems used to integrate a culture of safety and emergency preparedness throughout the value chain and throughout project lifecycles	Annual Report: pp. 30, 70, 82 – 84, 86 – 88
Driver Working Conditions	TR-RO-320a.2	(1) Voluntary and (2) involuntary turnover rate for all employees	Annual Report: p. 85
	TR-RO-320a.3	Description of approach to managing short-term and long-term driver health risks	Annual Report: pp. 86 - 87



Summary of 2021 ESG Data Table

	2021	2020	2019	GRI	SASB	Notes
Sustainability Pillar I – Operating Responsibly						
Making a positive social impact						
Annual charitable cause donation (%)	1*	1*	1*			*1% of consolidated earnings before tax annually through their community investment programme
Philanthropy and You						
Employee participation (%)	80.7	76.4				
Number of projects supported	246	190				
Amount donated (€)	238.7	93.6				
Number of organisations involved	215					
Number of countries	14	13				
BeBetter Days						
Number of sponsored days	9					
Number of employees involved	74					
Number of volunteering hours	450					
Truck Help Foundation						
Support donation (€)	6,033					
Number of children supported	41					
Compliance Training						
<i>Employees who completed training</i>				GRI 205		
Anti-Bribery & Corruption and conflict of interest	583			GRI 205		
Insider trading	601			GRI 404		
Anti money laundering	33			GRI 404		
GDPR – Personal data protection	600			GRI 404		
Information and Cyber Security	899			GRI 404		
Speak Up (Whistleblowing)						
Number of issues raised through this channel	18	14				
Supporting workplace wellbeing						
<i>Employees who completed training</i>						
New Leadership Academy	100			GRI 404		
Professional Psychology (Mojra)	15			GRI 404		
Professional Self Study – Coursera	400			GRI 404		
Professional Self Study – Preply	201			GRI 404		
Professional Self Study – EW new hires orienteering program	301			GRI 404		
Engaging our workforce						
eNPS		16.1*				*employee engagement

	2021	2020	2019	GRI	SASB	Notes
Pulse survey engagement score (%)**	75					survey reflected in an employee Net Promoter score (eNPS) is designed to help employers measure employee satisfaction based on how likely they are to recommend their employer as a place of work. ** assesses top of mind concerns and issues of employees during the year
Turnover and retention (%)	19.7	17.7			TR-RO-320a.2	
Voluntary turnover (%)	15.3				TR-RO-320a.2	
Retention Rate (%)***	80.3					***As of 31 December 2021
DEI						
<i>Total number of employees</i>	1047					
Male (%)	59			GRI 405		
Female (%)	41			GRI 405		
<i>Number of senior managers</i>	21					
Male (%)	86			GRI 405		
Female (%)	14			GRI 405		
<i>Number of directors</i>	8					
Male (%)	38			GRI 405		
Female (%)	62			GRI 405		
Health and Safety Training						
Driving in the Czech Republic	166	132		GRI 403		
Fire Protection for Managers	23	13		GRI 403		
Fire Protection	409	256		GRI 403		
Occupational Safety for Managers	17	16		GRI 403		
Occupational Safety	425	259		GRI 403		
Fire protection, Health and Safety and Driving	1040	676		GRI 403		
Sustainability Pillar II – Leading the Sector						
Energy						
Total Energy Consumption (kWh)	6,979,760	6,339,958	6,388,280	GRI 302		
Emissions						
Scope 1 (Tonnes CO2e)	1,316	1,225	1,070	GRI 305	EM-MD 110a.1/ TR-RO-110a.1	
Scope 2 (Tonnes CO2e) – Location based	1,221	1,227	1,360	GRI 305		
Total Scope 1+2 GHGs emissions (Tonnes CO2e) – Location based	2,537	2,452	2,430	GRI 305		
Scope 2 emissions (Tonnes CO2e) – Market based	1,351	1,387	1,534	GRI 305		

	2021	2020	2019	GRI	SASB	Notes
Total Scope 1+2 GHGs emissions (Tonnes CO2e) – Market based	2,667	2,612	2,604	GRI 305		
GHG Intensity Petrol stations (Tonnes CO2e/refuelling point) –Location based	6.10	5.93		GRI 305		
GHG Intensity Offices (Tonnes CO2e/ thousand sqm) – Location based	34.52	36.41		GRI 305		
GHG Intensity Petrol stations (Tonnes CO2e/refuelling point) – Market based	6.68	6.52		GRI 305		
GHG Intensity Offices (Tonnes CO2e/thousand sqm) – Market based	36.51	39.52		GRI 305		
Scope 3 (Tonnes CO2e)			4,546,185			
Sustainability Pillar III – Transforming the industry and wider society						
Ensuring customers' success						
Respondents feeling that Eurowag is supporting their success (%) *	65					*In Q4 2021, we began to survey our customers to create a baseline understanding of their beliefs.
Respondents feeling that Eurowag is supporting their wellbeing and safety (%) *	73					*In Q4 2021, we surveyed our customers to better understand how they feel about road challenges
Supporting the transition to cleaner mobility in the CRT sector						
Last Mile Solutions (LMS) Acquisition (%)	28*					*28% interest in Last Mile Solutions (LMS), one of Europe's leading e-mobility platforms and service providers

